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## PRESIDENT'S MESSAGE

2020 can't end soon enough for me! I thought the financial crash of 2008/2009 was the worst I would ever see in my lifetime. And then comes 2020

and the multiple crises that we have experienced. I remain hopeful that we can get through this, but the pain and suffering that many are experiencing because of the COVID-19 Pandemic, unemployment, isolation and the tearing apart of our normal lives and routines is heart breaking. The hatred we are seeing in politics and society has never been closer to a breaking point. In my life, I believe we have gone backwards on the premise of "love your brother man" and in the union world, that's a big premise to support our union brothers and sisters. Many now take the attitude of "I've got mine, you go get yours". This is a selfish, negative and destructive ideology for our country. If we are only out for ourselves with no thought for our fellow union brothers and sisters, friends and neighbors, I don't know what the future holds for us. This is not the America of my parents or my generation. The country has become so divided along political lines that our previous standard of being able to "agree without being disagreeable" means nothing. Worse yet, many have become so entrenched in their political affiliations that they happily vote for candidates who clearly work against their personal, family (and union) interests. It's baffling!

Here at Local 399, we have experienced our share of hard times and heartbreak. We have seen members (and family of members) succumb to COVID-19. We have seen too many members take their own lives through overdose. We have never seen the amount of layoffs that we are experiencing right now. The only bright spot out there is the possibility of a vaccine at some point and hopefully the return of some sort of normalcy, depending upon what that will look like moving forward. Our travel and convention

industry has been decimated and when that happens, it doesn't just hurt the hotels and hospitality industry, it cripples the economy for the city and entire state. When McCormick Place suffers, it puts a financial burden on a far-reaching number of budgets. Everything in our lives, even if we have been fortunate enough to keep working, has changed. We have some long-time members with seniority at hotels who are not sure if they will ever get back to work. We have some employers that have suffered so profoundly that they have had to close down. Many of our schools and state universities were still trying to repair the

**The changes over the last four years in this country have been staggering. Everything the union movement has bled for, created and valued for our members (and the next generation) has been under relentless attack.**

wounds caused by Governor Rauner's destructive policies, and now are struggling to adapt to COVID-19 restrictions. I don't envy Governor Pritzker or any of the other legislators and municipal leaders dealing with this crisis, because we just don't have a finite timeline for when we can get back to a "new normal."

We have a Presidential Election right around the corner, and by the time you read this, some of you may already have voted (either by mail or via early voting). The changes over the last four years in this country have been staggering. Everything the union movement has bled for, created and valued for our members (and the next generation) has been under relentless attack. And unfortunately, some things have been wiped out, never to return.

Our US Senate has done a 180 degree turn and will vote on a Supreme Court Justice to replace Ruth Bader Ginsburg even though in

March of 2016 they created a precedent to not allow a vote on a vacancy during an election year. The hypocrisy of this turn-around is astounding. Especially since most (if not all) of the republican Senators are on video in 2016 fighting for the very precedent they now look to reverse. Politics are getting more vicious and pushing everyday US citizens to vote on issues on the basis of hatred and not on issues that will effect their daily lives. I have been asking members for as long as I have had this platform to support politicians who support union beliefs and IUOE Local 399 beliefs. If anyone would take an informed look at labor issues, I am comfortable that they would vote correctly, but when race, religion and other issues are interjected, it becomes very murky waters. I am encouraging our membership to vote and do the right thing to protect union jobs, wages and benefits, but I am not going to get into the unproductive, sleazy discussions that we hear everyday in the news.

We haven't been able to have union meetings or any of the other events that we typically enjoy throughout the year. We have missed the opportunity to get together with you and share the latest news (and/or a beer). Out of an abundance of caution for our membership, we will continue to follow the state and city restrictions on large gatherings. Hopefully, we will be able to resume our normal events sometime in 2021.

Our Business Representatives have been continuing to work on your behalf negotiating contracts and pursuing grievances when necessary. I thank the many members who have voted on contracts during this time realizing the state of affairs we are in.

In closing, I'd like to thank all our members for your continued support during this difficult time for everyone. I also ask you to remember your brothers and sisters who are in need and remain vigilant and patient as we look to the new year and better times.

Fraternally,

*Brian E. Hickey*

## Local 399 Officers



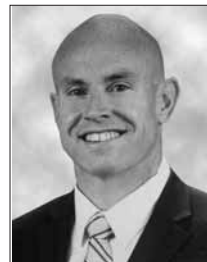
**Brian E. Hickey**  
*President &  
Business Manager*



**Neil Masterson**  
*Vice President*



**Patrick J. Kelly**  
*Financial Secretary*



**Vince Winters**  
*Recording Secretary*



**Roger McGinty**  
*Treasurer*

## Local 399 Business Representatives



**Jim Coates**  
Ext. 4122



**Valerie Jo Colvett**  
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**Ken Gauf**  
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**John Hanley**  
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**John O'Connor**  
Ext. 2185



**Pat O'Gorman**  
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**Lloyd Osborne**  
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**Kendall Paraharm**  
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## NEIL MASTERSON – VICE PRESIDENT

“Okay Boomer!” is a term used by younger people to dismiss those of us in the Baby Boom generation. The Baby Boom is considered the period from 1946 until 1964. The result of the post-World War II return of millions of soldiers coming back from overseas and entering back into civilian life. Boomers have dominated American politics since the 1990’s, when they became the largest living generation and started casting the largest numbers of votes in our elections. Boomers and Millennials (1982-1997) have an official status since the Census Bureau uses these terms. Since Bill Clinton’s election in 1992, six of the eight presidents (and vice presidents) have been Boomers. But the Boomers lost their status as the largest generation in 2019, when Millennials overtook them in absolute numbers. In 2019 there were 72 million Millennials according to the Pew Research Center, 500,000 more than the Boomers. For the first time in 2019, more than half of Americans were Millennials or younger. Millennials, Gen Z and Gen X made up 51% of the population in 2019. The electoral impact of these demographic shifts has been small in past elections. But things are changing, Millennials and Gen Z will make up 40% of the electorate in 2020. Electorally this will be the last stand for the Boomers.

Younger generations differ from their elders in ethnicity, attitudes, and education. They believe that government should do more to solve the country’s problems, they are in favor of same sex marriage, they believe climate change is man-made and that African Americans are not treated fairly. Millennials and Gen Z are better educated than their parents and grandparents. For Boomers, 25% were college educated and higher for Millennials – it is 39%. The largest increase has been to women, 43% of women have degrees (7% higher than men). Put all this together and you find that most Millennials and Gen Z hold more liberal views than Boomers. Younger voters identify with *issues* and not so much with any political party. It will make for an interesting election! Having said that, I encourage you and your family to VOTE in the November 3rd election. It could very well be the most important election for the survival of Organized Labor in our lifetimes! **VOTE TO SAVE YOUR UNION JOBS, WAGES AND BENEFITS! VOTE for UNION-FRIENDLY CANDIDATES!**

The CMS contract is finally finished, and is on the CMS website. Local 399 was not able to hold our usual meetings to discuss the contract because of COVID-19. In fact, we had to finish our CMS negotiations online. A new experience for me, but consistent with our “new normal” for now.

Finally, I’d like to spotlight all Local 399 members who’ve made such tremendous efforts in keeping our essential buildings and facilities running without fail. You are the essential workers (keeping our country and economy afloat) as we fight back against the corona virus and look to hopefully get back to a normal way of life soon.

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## PATRICK J. KELLY – FINANCIAL SECRETARY

In the November 2020 Election (as well as every election) it is important to research who is the best candidate for you, your family and your livelihood. As a union member, it’s also important to **RESEARCH AND CONSIDER WHICH OF THE CANDIDATES WILL NOT WORK TO HARM YOUR UNION’S ABILITY TO REPRESENT YOU!** There are many decisions the current administration has made that not only negatively affect your union protections NOW but without a change, have the ability to permanently weaken your union’s ability to advocate for and protect our members’ livelihoods.

I would like to inform you of the current administration’s affect on the National Labor Relations Board (NLRB).

The NLRB is a small, independent agency charged with safeguarding the rights of workers to organize and engage in collective bargaining. The agency’s board (by statute) has five members (with a minimum of three members required for a quorum) who serve five-year terms. The current board is composed of four members: three current administration appointees – Chairman John Ring (a former management lawyer), William Emanuel (another former management lawyer), and Marvin Kaplan (a former Republican Hill staffer) – and one holdover Democratic appointee, Lauren McFerran (a former Democratic Hill

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### PATRICK J. KELLY – FINANCIAL SECRETARY *Continued*

staffer and union-side labor lawyer). They have completed or are in the process of pushing through rule changes which will **WEAKEN LABOR UNIONS ABILITY TO REPRESENT YOU** and organize the non union:

- Weaken rules that were adopted in 2015 to streamline representation election process.
- Overturn Browning-Ferris decision on joint employer.
- Allow forced arbitration:
  - (a) Allow employers to force employees into arbitration and disallow class or collective claims.
  - (b) Change the standard so employers can push more disputes into arbitration.
- Change rules on “management rights” clauses to give employers more power to make unilateral changes and undermine the collective bargaining process.
- Allow employers to undermine the bargaining process by unilaterally imposing discretionary discipline without bargaining with the union.
- Allow employers to deny employees use of the employer email system for communication with co-workers about workplace issues.
- Allow employers to fire or discipline workers for profane or offensive language, even if it interferes with protected NLRA activity.
- Allow employers to keep their investigations confidential and gag employees from talking with each other about pending employer investigations.

**MAKE NO MISTAKE!** Your union rights and job protections are on the ballot this November. If the current NLRB continues on its current path, you can expect additional deterioration/elimination of the employment rights and benefits we have fought for and enjoyed. I leave you with one simple message: **VOTE TO PROTECT YOUR RIGHTS!**

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Ext. 2116**

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### VINCE WINTERS – RECORDING SECRETARY

Many people have suffered greatly in 2020. The death and economic destruction caused by COVID-19 and Washington's total mismanagement of the Pandemic have turned our lives and livelihoods upside down. And yet, it can get worse! I've always believed that “you must leave things better than you found them”. This phrase has served me well throughout my life. And, as we face the upcoming November 3rd Presidential Election, I can't help but feel that if we don't vote out the current administration, America (and Local 399) will be much worse off! Many current Local 399 members have had generations of family or friends earn a solid living with great benefits during their union careers. **However, if this administration is allowed another four years in office, I am deathly afraid that our children will never be allowed to experience the benefit of that same solid union career.** A career that will allow them the same wages, benefits and security that we've been blessed with. While Local 399 has done great things for our membership over the past 20 years – from our Education Department (and the expansion of our new Technology Center), to raising wage rates and benefits – I fear we will not be able to withstand another four years of disastrous appointments to the Department of Labor, National Labor Relations Board and the Supreme Court under the current administration. Please understand, this is NOT a scare tactic. This is literally an election that may very well decide the future of Organized Labor and with it our jobs, wages and benefits. **I implore you, for yourself, your families and your union – on November 3rd, please support union-friendly candidates and NOT those politicians (and their corporate friends and donors) who are as close as they've ever been to wiping unions off the map! WE CAN FIGHT BACK! WE CAN SAVE OUR UNION WAY OF LIFE! WE CAN VOTE!**

President Hickey has spoken many times of the importance of continuing education throughout our careers – we never know if a new employer comes in, and we may need to look for a new position. Unfortunately, this year we have been hit harder than we have ever been in the past. The convention and hospitality industries are on life support. Many of our members have been either working reduced hours or have had their jobs eliminated. We are working every day to help members whose jobs have

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been negatively impacted. As we stress in every publication, education is the key to keeping your resume fresh and viable. We've had many people come into the Union Hall (the past few months) who haven't taken a class or a seminar in many years. We need to be better prepared for situations just like this. Our members have access to many educational opportunities. Please take advantage of every chance you have to attend classes and seminars. We can never have the attitude that "it can't happen to me". If this Pandemic has taught us anything, it's how quickly life and working conditions can be disrupted, and we need to be prepared in every way we can.

On a positive note there have been many newly-licensed members who have completed their Associate's Degree and are working on their Bachelor's Degree at IIT.

Finally, THANK YOU to all our members for your continued excellence in keeping our essential buildings and infrastructure running smoothly. Please continue to be safe!

Fraternally,

**E-Mail: [vwinters@iuoe399.com](mailto:vwinters@iuoe399.com)**

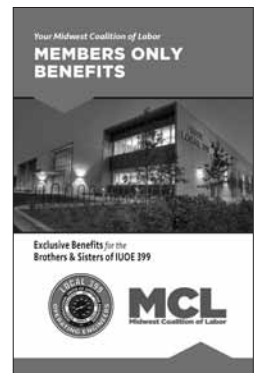
**Ext. 2110**

## **ROGER McGINTY – TREASURER**

I'd like to first thank every member of Local 399 for the amazing work you've performed during a very difficult and dangerous time in our country. You stepped up in so many ways. Not only did you care for your buildings/facilities to keep them running smoothly, but so many cared for their fellow members by reducing hours in order to avoid layoffs and keep everyone working. That is what UNION is all about, and it makes me so proud to be your union brother and represent you!

You should have already received your new Midwest Coalition of Labor (MCL) benefits booklet. Please be sure to review it as there are many great, money-saving benefits available to Local 399 members and their families. If you did not receive your book, please call the Hall and they can get one out in the mail to you.

I want to remind members of the importance of keeping up your union dues when you are out of work. I realize this can be difficult to think about when you've been laid-off or lost your position. However, please remember that in order to assist you in getting back to work (either in your current location or in a completely new job), you **MUST** be a member in good-standing, meaning that your dues must be up to date.



A reminder that whether you've been working throughout the COVID crisis or you are being called back to work after a layoff, due to COVID, there are certainly different safety protocols in effect at your workplace including social distancing and mask requirements. For the health and safety of you, your family and your co-workers, I urge you to follow ALL safety measures designed to stop the spread of the virus. I realize some feel that these measures are either "overboard" or unnecessary, but please don't create a problem for yourself with management or, more importantly, put your job in jeopardy for not following your employer's safety guidelines as many employers have zero tolerance policies related to COVID procedures.

We are in on-going negotiations with both UIC and MWRD for wage increases. This negotiation also effects our public sector engineers. We hope to have news for you soon and will keep you posted on any additional information.

Finally, I want to encourage you to VOTE in the upcoming November election. **PLEASE VOTE YOUR UNION VALUES!**

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**Ext. 2125**

### JERRY HILLER

I hope (even with the Pandemic) everyone was able to enjoy the Summer season.

First, I'd like to offer best wishes to our members who have recently retired over the past Summer and also "welcome" the new folks who have begun their Local 399 careers and who are taking up the positions previously held by our retirees. You will have some "big shoes" to fill, but I'm confident that your union brothers and sisters will provide support and guidance that you will then pass along to future generations. That's what it means to be "union". We support each other and look out for our fellow members. As the skills and knowledge of all that came before us is passed along, new hires must focus on absorbing and capturing the same high level of excellence in the workplace in order to remain relevant in all that we do. Remember, whoever is relevant becomes necessary. When we are necessary (or essential), we create job security!

Thank you to the members who support our Political Education Fund (PEF). Without YOUR support, we (as a Local) would be seriously hampered in being able to provide our members with the workplace protections we currently enjoy. Our PEF provides us with the ability to have a seat at the legislative table both in Springfield and Washington D.C. and allows us to fight anti-union/anti-worker legislation that would negatively effect your livelihoods.

As our PEF brochure states ... "While you may not agree on every issue that our endorsed candidates hold, they are the candidates who will fight for you and your livelihoods." Please keep this in mind when you decide who to support in the upcoming November 3rd election. I realize there are a lot of issues of importance to our members. And, I realize cultural issues are always a flash-point. Members in rural areas may have different concerns than members living in more urban areas. However, I think that we can all agree that our jobs and the ability to care for ourselves and raise our families takes precedence. Just ask anyone who has lost their job!

**Please get out and vote for labor-friendly candidates WHO SUPPORT YOUR UNION JOBS!** If you plan to vote by mail, please remember to mail your ballot early to ensure it is received in time to be counted. If you plan to vote in-person, please remember to take all suggested precautions to stay safe.

Due to COVID-19 and out of concern for the well-being of our members, our Annual Pheasant Hunt and Duck Hunt Events have been cancelled. I look forward to seeing you at our 2021 Hunting Events!

May this newsletter find you all in good health and spirits with an opportunity to reflect and count your blessings for health, family, friends and union.

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(618) 596-2185

**"The best customer of  
American industry  
is the well-paid worker."**



**As true today  
as it was then.**

**JOBS! • BENEFITS!  
UNION WAGES!  
RIGHT TO ORGANIZE!**

**They are *ALL* on the Ballot in the  
NOVEMBER 3rd ELECTION**

**VOTE!**

**FRANK HOSKINS**

Hello from Central Illinois;

I hope you all are safe and healthy and were able to enjoy some vacation time this Summer!

We are still navigating through the COVID-19 issue, and I'm afraid we will be for quite some time to come! It definitely has restructured the workplace and workplace rules. For the most part, we have worked out all the bugs associated with this, but do yourself a favor – err on the side of caution and take the necessary precautions to protect yourself and your loved ones from this virus. I know there are various opinions about this and lots of people are trying to make political hay out of wearing masks and other COVID restrictions. I believe it is a stand alone issue.

I would hope you do not base your political decision on a politician's view on the virus, but what they will do or have done for labor! I wouldn't expect my doctor to know how to navigate in a boiler room. Let's leave the virus to the scientists and doctors.

*As always, a huge thanks to our spokespeople who work hard for us each day!*

Faternally,

**E-Mail: [fhoskins@iuoe399.com](mailto:fhoskins@iuoe399.com)  
(217) 337-4399**

## Give Us A Shout!

We ask you to send all letters of commendation and awards you've received and/or earned in the past and any present accomplishments – we also welcome your "Union Pride", "Union Babies" and "Proud Union Home" photos.

Please mail or email any photos to Pat Kelly ([pkelly@iuoe399.com](mailto:pkelly@iuoe399.com)) at the Local 399 Union Hall and Training Facility, 2260 S. Grove Street, Chicago, IL 60616. ***We look forward to hearing from you!***

**KEN GAUF**

Summer has ended, and Fall is now upon us. I think we all agree this year is like no other and one we never want to repeat!

COVID has taken its toll on all of us. Stress levels seem to be at their highest and tempers flare over the smallest of issues. I want to stress (during difficult times) to please remember who and what is important. Co-workers who are friends, fishing buddies, and take family vacations together are suddenly not speaking to one another and requesting the employer split them to different shifts. It's a very difficult time for all of us. Let's not create divisions inside the workplace. It's not good for anyone and (in the end) only benefits the employer when we are divided against each other. We cannot divide our co-workers into teams like we once did as kids for a game of dodge ball. We need to work as a team and have one goal of working together.

The Pandemic has us on edge and needing normalcy in our lives. It is a slow process, but we are making progress. Our union brothers and sisters are not our enemies, and please do not treat them as such. A quote from Robert Schuller, "Tough times never last, but tough people do." I believe this to be truer now than ever before. Lean on each other and stay strong, and do not divide.

In closing, as you cast your mail-in ballots or head out to the polls, please remember every vote and who you vote for matters. Support the candidates who support you, Local 399, and all labor unions. If you are unsure of who those folks are, please ask or check our website ([www.iuoe399.com](http://www.iuoe399.com)) for a list of endorsed candidates.

In solidarity,

**E-Mail: [kgauf@iuoe399.com](mailto:kgauf@iuoe399.com)  
(309) 417-8846**

### JOHN HANLEY

Brothers and Sisters,

Wow, what in the hell is going on? I can only say that I hope we (as a generation) never see a pandemic crisis like this again. I would like everyone that is working right now to keep in mind how fortunate you are due to the climate and what's going on throughout the nation. Please keep in mind that we have a lot of brothers and sisters out of work right now, and send prayers that they return back to work soon.

By the time you receive this newsletter we will be a couple weeks away from election day. I know in almost all of my articles I stress the importance of exercising your right to VOTE. People died for this right, and we tend to take it for granted. We are in extremely trying times when it comes to who we elect as President for the next four years. It's a "slam-dunk" choice for me, but others seem to struggle with what is best for them (and what helps put food on their tables.) I for one vote my wallet and for what is best for this Local Union. I don't normally do this, but I want to make clear to my brothers and sisters in labor just how devastating President Donald Trump has been for the Organized Labor Movement!

Donald Trump talks a big game, but I'm sorry to say to working class people ... **he is NOT your friend!** Let me provide just a few examples of how he is threatening YOUR way of life. And trust me, this is not fake news! The actions listed below are all activities being done through the National Labor Relations Board (NLRB) today, and ALL of these actions threaten our union:

- **The appointment of two Anti-Union Supreme Court Justices, Neil Gorsuch and Brett Kavanaugh giving the Republicans a 5 to 4 majority** and the immediate passing of the Janus case anti-union busting initiative on public sector workers, implying its ok to receive all the benefits from the union without paying any union dues.
- **The appointment of 53 Circuit Court Judges / 148 District Court Judges / 2 Court of International Trade Judges.** These are all BIG right wing Corporate Judges that will not see its way to help working class people. These are the appointments that will devastate unions now and years to come.
- **Trump's Executive Order to remove the payroll tax (SOCIAL SECURITY) from your check** (and presently trying to do this in the Coronavirus Relief Bill). If you stop paying the 6.2% payroll tax, so does the employer ... so that means ZERO dollars are going into Social Security which means it will go BUST and that is the point. Trump and the Republicans have been trying to destroy Social Security for decades. You may enjoy the temporary increase in your paycheck now, but in your retirement years there will be nothing left to supplement your retirement.
- **The dismantling of the United States Postal Service.**
- **Trump has empowered the NLRB with a 3 to 1 Republican majority on the Board.** This board is crucial to working men and women, both union and non-union. Trump's appointments on the board have a corporate agenda mentality with zero interest in unions and working people.
- **NLRB suspended all union elections during the pandemic.**
- **Trump has threatened to VETO the PRO-ACT** – a bill that would strengthen the right to organize and collectively bargain.
- **Under Trump, the US offshored 1,800 factories and 740,000 manufacturing jobs since February 2020, this year alone.**
- **Trump threatened to VETO any bill that would raise the minimum wage** (from its staggering \$7.25 per hour), I ask you ... could you live on that?
- **Trump's General Counsel filed a brief urging the NLRB to allow employers to impose discretionary discipline without bargaining** which means if they are getting ready to vote for union representation, the employer can basically fire them without cause, **permitting employers to fire workers in retaliation for union activity!**
- **Trump passed the Tax Cut Jobs Act (TCJA) that added \$2 Trillion to the debt** and (in other words) the TOP 1% will see 83% of that money, and the working class people will be on the hook to pay that back.
- **Trump signed a resolution repealing OSHA's rule clarifying an employer's obligation to keep records of work related deaths, injuries due to a lack of safety prevention measures.**

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These are just a FEW EXAMPLES that give you an idea what we are up against. I don't believe we can withstand another four years under Trump's administration. I find it EXTREMELY hard to listen to union members tell me how much they love their job and will do anything to keep it ... and then admit that they voted for this UNION BUSTING PRESIDENT. Seriously! This disaster of a President HAS DONE NOTHING FOR THE WORKING CLASS PEOPLE OF THIS COUNTRY, other than spread lies and divide us against each other. Ask yourself, what has he really done for this country other than spread hate for one another? We (as a Country) have never been so divided. Is this really how you want to spend the next four years? This is the United States of America. We can do SO much better!

**FAIR TAX:** Unions throughout the State of Illinois are 100% in support of this ammendment. I know you're seeing a lot of negative commercials about this, but what you need to keep in mind is who is paying for all of these negative ads and TV commercials! Big Corporations and the rich folks like Ken Griffin who dropped a whopping \$20 Million to influence you into thinking this is bad for you! **Ask yourself another question ... why would the super rich finance these commercials? Maybe it's because it will negatively effect THEM! They certainly aren't spending that money on your behalf!**

Please check out our Local 399 website. And if you're on FaceBook or Twitter, keep an eye out for any info coming from IUOE 399 on Fair Tax. You have to keep in mind that the income tax revenue today is a whole lot weaker than it was years ago. Wages have been stagnated for years. Federal Minimum wage is at \$7.25 per hour, more people are in minimum wage jobs today than ever before, and these low wage jobs are no longer just for high schoolers. The average age of a fast food worker is 37 years old.

**I encourage you to review Local 399's list of Endorsed Candidates for the November 3rd General Election and SUPPORT THE CANDIDATES WHO WILL SUPPORT YOUR JOBS, WAGES AND BENEFITS!** A copy of our Endorsement List can be found on our website, [www.iuoe399.org](http://www.iuoe399.org)

If you don't feel secure or safe going to the voting booth, you may still be able to apply for a mail in ballot. Please check out our website at [www.iuoe399.org](http://www.iuoe399.org) for a link with information about mail in ballots and deadlines to apply. If you choose to vote in person, please be sure to follow all suggested safety precautions. If you have any questions, I am always available (312) 372-9870 Ext. 2153.


Thank you to all of our essential workers! Please be safe and stay healthy as you perform your duties.

Faternally,

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Ext. 2153**

*Note to members:* Not long after finishing my newsletter article, we leared that **Supreme Court Justice Ruth Bader Ginsburg** had passed away. Although Republicans set a precedent during the Obama adminstration of not allowing a Justice to be voted on during the last YEAR of a President's term, these same Republicans have now done an "about face" and plan to allow another Trump nominee to be voted upon. The hypocrisy here is clear ... Republicans believe that only THEY are allowed to seat judges to the highest court in our land. **This should scare the hell out of every union member (and their families) since if this is allowed to stand, it will only be a matter of time before national RIGHT TO WORK and other anti-worker legislation is brought before the court.** And with a 6-3 conservative majority on the court, **you can kiss goodbye the union wages, benefits and job protections you've come to rely on.**

**DON'T SAY I DIDN'T WARN YOU!**

**VOTE**  **YOUR WAGES, BENEFITS & JOB PROTECTIONS  
ARE ALL ON THE NOVEMBER 3rd BALLOT!**  
**Like Your Jobs Depend On It!**

### MIKE MASTERSON

We are living in unique times, as we continue trying to live with the COVID-19 Pandemic that is new to this world, new to the scientists and new to our health care providers. As the professionals learn about this disease, we hear different and sometimes changing advice on how to remain safe in our daily lives. Many of us know people who have been affected by this virus. Some have recovered, some are still fighting the effects and sadly, some have lost their battle. We must learn from the experts and remain vigilant in our efforts to keep ourselves and our loved ones healthy.

However, for most of us, we still have our jobs to do. Many members continued to work through the early stages of the Pandemic, some with changes to their work schedule, others with no change at all. My work as a Business Representative fighting on behalf of our membership has continued. We still have collective bargaining agreements to negotiate, grievances to file and resolve, and we still have problems to settle in the workplace.

We have accomplished these tasks through traditional face to face meetings as well as through the new methods using the various on-line meeting software programs. The new methods have created different issues/problems to address while negotiating the new collective bargaining agreements. The ability to read the other side is much more difficult. The ability to express our concerns to the other side is much more difficult. The ability to caucus and meet with our negotiating committee is different when done on-line as opposed to in person meetings. But for many, this is the new way to do our business. We must adapt, and we must keep our core principles together. We must remain together. We must fight for better wages, benefits and working conditions. It may take a little longer, and it may be more difficult to accomplish. But we must continue the fight!

As this newsletter is set to be published before the November General Election, **I must remind you of the importance to vote in support of your career, your job and your union.** I realize many of the members I work with typically vote for candidates that do not support your career, your job or this union. I'm sure there are other articles in this newsletter that detail the many reasons to vote in support of the union cause. Please read them and take strong consideration of the problems we face when you decide on which candidate to support in this election.

We all have issues that motivate us in the political realm. However, the one thing I think that we can all agree on is that securing the workplace rights, wages and benefits that allow us to live a middle-class lifestyle and raise our families is something that should motivate us all to vote for labor-friendly candidates.

**VOTE TO SUPPORT YOUR UNION CAREER • UNION JOB!**

**E-Mail: [mmasterson@iuoe399.com](mailto:mmasterson@iuoe399.com)  
Ext. 2112**



### The Able Engineers recognized for Exceptional Performance

Able Engineering Department at Trump Tower was recognized with "Department of the Month Award" in July. This award was presented for Exceptional Performance during an unprecedented time.

Pictured are (left to right): **General Manager Gabriel Constantin, Chief Engineer Bill Chada, Assistant Chief Engineer Bill Flanagan, Kitchen Engineer Tom Ference, Lead Assistant Chief Engineer Nate Dorgan, Engineer Gary Evans, Hotel Manager Gabi Soanca, Engineer Matt Jordan and Lead Engineer Luke Paskey.**

## KENDALL PARAHARM

Dear Brothers and Sisters,

As we navigate through these unprecedented times, I believe it's increasingly important that we commend each other and recognize all of our respective efforts toward managing our essential duties during the chaos at the beginning of the pandemic as well as enduring the crisis we are still faced with. Your continuous work has supported essential businesses across various industries and has allowed them to operate with as little disruption as possible. Additionally, we must recognize everyone who has showed commitment to observing the recommended health and safety practices that has surely helped to mitigate a larger impact that may have otherwise occurred. I'm confident that with these continued efforts we will ultimately be able to return to a level of normality that we all once enjoyed – not too long ago.

This year we have been faced with a stark reminder that our economy and, subsequently, our labor market are quite a delicate balance. We've seen an amalgamation of health scares, social conflicts, and political divisiveness that has negatively impacted our livelihoods. Nonetheless, we've been blessed with the ability to support ourselves and our families through the opportunities afforded to us by Organized Labor and our collective bargaining contracts. Like those who came before us in the struggle for union rights, we are now entrusted with the responsibility for preserving these same opportunities for ourselves and future generations. While I don't believe that a quick-fix solution for the many issues we're now experiencing exists, I'm absolutely sure that a major shift in a positive direction is attainable through the upcoming November 3rd General Election. Speaking to anyone's personal convictions isn't really my place, but I will respectfully ask you to support those on the ballot WHO SUPPORT YOUR UNION RIGHTS. Take the time to judge all the candidates' positions on Organized Labor ... not by what they say, but by what they DO, have DONE or, for that matter, have NOT done!

Please continue all of the good work and stay safe.

God Bless.

E-Mail: [kparaharm@iuoe399.com](mailto:kparaharm@iuoe399.com)

Ext. 2188



*As we commemorate the 19th Anniversary of the September 11th World Trade Center attacks, we honor our IUOE Local 94 brethren who gave their lives on that day.*

*Due to their unselfish decision, these four heroic men gave their lives while assisting in the evacuation of building tenants.*

**Vito Dello  
John Griffin, Jr.**

**Charles Magee  
David Williams**

***We will never forget!***



### DO WE HAVE YOUR CURRENT EMAIL ADDRESS?

If you have not already done so, please log onto our website at [iuoe399.org](http://iuoe399.org) and register for access. Please include your home/personal email address. We are currently sending members email bulletins with important information regarding labor issues and Local 399 news.

**Don't miss out on these important updates! Register today!**

## GET YOUR NEXT NEWSLETTER VIA EMAIL!

Local 399 members who currently receive their newsletter via regular mail are encouraged to go "paperless" and register to receive your next newsletter via email distribution.



It's a faster way to receive all the latest Local 399 news and information delivered right to your inbox.

**To receive your e-newsletter, please email Pat Kelly at [pkelly@iuoe399.com](mailto:pkelly@iuoe399.com) and please reference "e-newsletter" in the subject line.**

*\*All new Local 399 members will automatically receive their newsletter via email.*

### JOHN O'CONNOR

Brothers and Sisters,

As I write this, I recognize that we are still in the middle of the COVID-19 Pandemic and a society that is dealing with social injustice issues. Like all of you, I pray that this will end soon, and that we can get back to some sort of "new normal". I again want to thank all our members for their professionalism and dedication to our union, our trade and our industry during this unprecedented time in our nation.

As we deal with the struggles of getting through this tough time, I am reminded of what a union is. A union is a group of individuals joining together as members to protect and further their rights and interests in order to elevate their conditions of life and labor. We do this by being united towards one main goal – better wages and working conditions. The more money that we have in our pockets, the more money we spend in the economy. President John F. Kennedy, Jr. said, *"No American is ever made better off by pulling a fellow American down, and every American is made better off whenever any one of us is made better off. A rising tide lifts all ships"*. He did *not* say, "A rising tide lifts only the yachts"!

How do we accomplish this? Participation! I am reminded of a quote from Frank Marquart *"of all organizations, a union needs the invigorating influence of conscious participation on the part of the membership. Only this way can it be saved from bureaucratic dry rot"*. Right now, we have an active membership which means we have a strong union. I don't want this "new normal" to become an excuse to become complacent and not get involved. While several of our Local 399 events have been cancelled due to pandemic restrictions and out of an abundance of caution for the well-being of our members and staff, we can still find many other ways to participate. Just to name a few:

- **Donate regularly to our FED PAC, Political Education Fund (PEF), or both.**
- **Contact Pat O'Gorman in our Organizing Department and help look for non-union jobs so we can SALT them and grow our numbers.**
- **Contact John Hanley and volunteer for our political action outreach programs.**

It is important now, more than ever that we support Local 399 and Organized Labor in every way we can. The threat to our union way of life, the workplace protections we enjoy and that our ancestors fought and bled for, and the benefits that we've worked so hard to achieve are all under attack, and we must participate in securing it for our future as well as for generations to come.

Together we can and will get through this!

Fraternally,

**E-Mail: [joconnor@iuoe399.com](mailto:joconnor@iuoe399.com)  
Ext. 2185**



### A STRONG UNION NEEDS TO HONOR ITS STRUGGLES & HISTORY!

Keeping our union strong means never forgetting where we came from and on whose shoulders we stand! **Local 399's Education Department offers a class on Labor History.** It's an important look back at the Organized Labor Movement and how those who came before us fought (and in many cases died) for the rights and benefits that we enjoy as union members today.

**We encourage all Local 399 members to enroll in this class.** It's a great way to learn (and be reminded) of how important it is to continue this fight! Please contact the Education Department or visit our website for available class times.



## ADELMO MARCHIORI III

Back in 2016 (shortly after the election was over) I wrote an article and talked about the final scene from the movie – “Platoon”. A young Charlie Sheen played the character Chris Taylor and as he was being airlifted out after the movie’s final battle – he reflected...

“The war is over for me now, but it will always be there, the rest of my days as I’m sure Elias will be, fighting with Barnes for what Rhah called possession of my soul.”

Remember Elias and Barnes were both sergeants and their views on life were different – this always caused some turmoil among the platoon – trying to figure out who they should follow. At times, this inner battle could appear blurry or conflicting to the men.

The election of 2016 has always been there – for the last four years – as Organized Labor has continued to fight. And what a fight it has been. At times, the messages by political leaders have been blurry and/or conflicting at best. But the following is certainly not blurry or conflicting in any way. **The National Labor Relations Board (NLRB) has not done Organized Labor any favors!**

- The NLRB adopted a new rule (which replaces a 70 year-old rule) that gives employers greater leeway to make unilateral changes to our working conditions.
- The NLRB is currently trying to change the collective bargaining process by empowering employers to make unilateral changes after the expiration of a union contract without bargaining with us.
- The NLRB overturned a long-standing precedent to make it easier for employers to adopt rules, policies and handbook provisions that workers may reasonably believe restrict them from exercising their rights under the National Labor Relations Act.

These are just a few examples, along with many other decisions, that have the ability to **SEVERELY RESTRICT YOUR UNION RIGHTS AND PRIVILEGES!**

Our fight for our members’ union rights did not end with the elections of 2016. It’s still going on in 2020. As stated in my article back in 2016 ...

**I do not believe our political war is over.** And, like Elias and Barnes battled for the souls of their men, our two major political parties and politicians battle for ours. The issues, the parties and the politicians can be blurry, and the choices can be conflicting. At times, it can make our political choices more difficult. However, we must be able to see more clearly. How do we see more clearly? Look at the decisions that have been made. Look at the track record of politicians. **Find out where they stand on the issues that will affect you, your family, your wages and the union that provides you with your collective bargaining rights.** Do your political homework. Back candidates or public officials that support Local 399 and the Organized Labor Movement!

Look at the changes above that the NLRB has made (or are in the process of making). **Those changes are anti-union!**

**Organized labor and hard-working families across our nation and this state must continue the fight!**

**Get involved politically! Support Pro-Union Candidates! Vote for Pro-Union Candidates!**

**We must come together and bring about change to protect our future, our jobs, and our families.**

Our actions at the polls will protect our families. Do not let your vision become blurry as the two opposing parties or candidates battle for our souls and muddy the waters.

**SEE CLEARLY ON NOVEMBER 3, 2020 ... VOTE PRO-UNION!**

As a reminder, if you plan to vote by mail, please be sure to fill out your ballot and mail it **EARLY** to ensure proper time to be received.

**E-Mail: [amarchiori@iuoe399.com](mailto:amarchiori@iuoe399.com)**

**(618) 254-6441**

### LLOYD OSBORNE

I hope this newsletter finds you and your families doing well. As you all know, we are finding our way through some very unprecedented and difficult times with the COVID-19 Pandemic. We have faced quarantine, layoffs, plant closures, job losses and some of us have had to face the loss of people we know and love. One thing I know for sure is that I consider myself blessed to have faced this disaster knowing I have an extended family through our Local 399 membership.

I would like to take this opportunity to thank you, the membership, for the incredible work you've accomplished and continue to accomplish during these difficult and dangerous times. We've always known it, but the Pandemic has shined a bright light on the fact that our membership is second to none! You never give up or give in! You rise to every challenge, and I am truly grateful to be a part of this amazing union family!

Here in Indiana, we are about 95% back to work. However, due to these difficult times, we did lose some very good union jobs with the closure of Meritex Portage Laundry. The loss of those maintenance engineer jobs was a hard hit to our membership. However, as I stated earlier, our membership never gives up. I would be remiss not to recognize the last two maintenance engineers at Meritex. Thank you to members **John Cappadora** and **Leronn Briscoe** ... for their integrity and work ethic. Even though they both knew that the laundry was going to be permanently shut down, they stayed on and with pride and excellence did their job until the last day/minute. They left with their heads held high and their integrity intact by not giving up and walking out on a job.

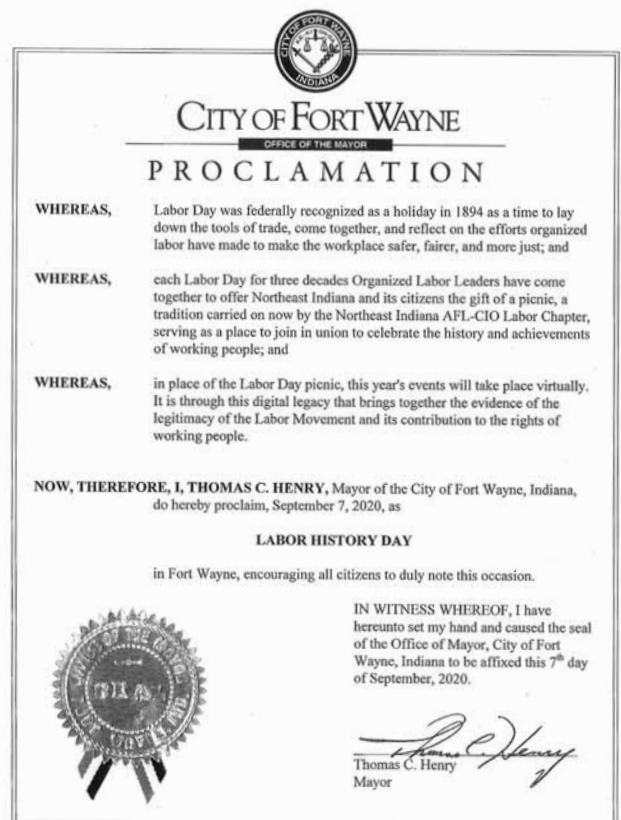
As some of you may remember, on June 24, 2014 the Republican majority in the City Council in Fort Wayne, IN took away collective bargaining rights from over 600 hard-working men and women with about 150 of those workers being part of our Local 399 family. We have since worked diligently to elect worker/union-friendly people to the City Council and are in the process of giving our City Workers the freedom to once again choose to belong to a union through a collective bargaining ordinance that is scheduled to be introduced to Council in late November. I will keep you updated in our next newsletter.

We are now (and have always been) in a critical time when it comes to getting out to vote. As you vote, please remember to do your research, know the people you are voting for – As I stated above, **GETTING THE WRONG PEOPLE ELECTED WILL COST YOU YOUR FREEDOM OF CHOICE TO BELONG TO A UNION!** Without your freedom of choice to belong to a union, you could lose your voice in the workplace when it comes to your wages, your health insurance, time off and many other benefits.

I am grateful to say that we have started a first ever Mayor/Labor Roundtable Committee in Fort Wayne, and I am pleased to state that the Mayor and the unions in this community elected me as the Chair of this Committee. Our goals are to get labor members appointed to boards and commissions to be more involved in the projects that already exist and new development to come to the Fort Wayne area so that we have a voice and the community sees how organized labor is very relevant to continue to build this community.

Along with most of the country, we were unable to celebrate Labor Day in the traditional ways we are used to. However, in Fort Wayne and Indianapolis we were successful in having the Mayors of both cities do proclamations (shown right) as we did virtual/digital Labor Day Celebrations.

*(Continued Next Page)*



As we are finding our new normal in this nation, we are looking ahead, and I believe Organized Labor will continue to lead the way and become stronger than we have ever been. HOW will we accomplish this? By electing worker/union-friendly people to public office. I ask all members to stand together and fight for our freedom to choose unions in the workplace and organize, educate, and unionize the non-union workers so that we all can share in a better future.

**STAND UP FOR YOUR UNION AND WORKING PEOPLE IN OUR COUNTRY – SUPPORT LABOR/WORKER-FRIENDLY CANDIDATES IN THE UPCOMING NOVEMBER 3rd ELECTION!**

Wishing the best for you and your families.

**E-Mail: [losborne@iuoe399.com](mailto:losborne@iuoe399.com)  
(260) 413-9111**

## WANTED: SALTING MEMBERS

There are many non-union jobs out there that are threatening our wages and benefits. We want to turn those jobs into good union jobs. One way we do that is by salting. "SALTING" refers to the process of placing union-oriented people into these non-union positions in order to help us to organize.

We are looking for skilled maintenance employees that have experience, to become SALT members. If you know of anyone that may be interested in "salting", please have them contact Pat O'Gorman at (312) 372-9870, Ext. 2187 or via email at: [pogorman@iuoe399.com](mailto:pogorman@iuoe399.com).

## Local 399 Legacy Brick Pavers

Local 399 members can create a lasting family memory or memorial with a Legacy Brick Paver at the Union Hall. For more information, please contact Bridget Daniels (312) 372-9870, Ext. 2117.



## BRENDAN WALSH

Hello Brothers and Sisters,

I'm Brendan Walsh, and I've recently been brought on board by the Local as a Business Representative. I've been a member of Local 399 since 2011. Prior to being hired by the Local, I worked at De Paul University in Lincoln Park, followed by Mila Luxury Apartments and 3Eleven Luxury Apartments. Ever since I began my career with Local 399, this organization has provided me with opportunities ranging from education to financial stability, for which I am incredibly grateful. These types of opportunities are part of what makes our union something to be treasured, and we are responsible to not only preserve it but also advance it for future generations.

Now I have been given the chance to fulfill a role solely focused on the preservation and the advancement of our union. I have been constantly learning from the other Representatives and members. Over the course of the first few weeks in my new position, I have been exposed to an array of different aspects of our industry. I've had the opportunity to work on contract negotiations for several different sites and have been getting familiar with the organizing process. I look forward to continuing to learn and work with you all during my career ahead. I am eager to support the union that has supported me (and all its members) now more than ever.

Please feel free to reach out to me if there is anything I may be able to help you with.

Finally, I'd like to thank all our essential union workers for all you've done over the past few months. Your skill, dedication and commitment to our profession is second to none!

**E-Mail: [bwalsh@iuoe399.com](mailto:bwalsh@iuoe399.com)  
Ext. 2186**



## Top 5 reasons to VOTE YES on the Fair Tax Constitutional Amendment:

1. **It fixes a broken tax system.** The old way of taxing income in Illinois taxes everyone at the same rate, including millionaires and billionaires. By voting YES on the constitutional amendment you will be able to enact a higher tax rate on income over \$250,000, fixing a system that has always placed a heavier burden on middle and lower-income families. Anyone under \$250,000 stays the same or pays less.
2. **Retirement income is protected.** Retirement income is protected from taxation by state law in Illinois. Nothing in the amendment changes that. AARP supports the Fair Tax Amendment.
3. **Flat taxes are unfair.** Illinois is one of only 11 states that levy a flat tax, which means everyone is taxed at the same rate regardless of their income level – and when taxes are raised, they must go up for everyone. According to the Institute of Taxation and Economic Policy, middle and lower-income families pay more of a share of their income under flat tax systems. The Fair Tax Amendment (and the state law that takes effect upon passage) fixes this by mandating a higher tax bracket for the rich.
4. **State revenue increases without the middle class paying more.** The Fair Tax will increase state revenue by an estimated \$3.5 billion. This will go to core values like schools, public safety, veterans, and seniors.
5. **Labor supports it.** Unions and the Illinois AFL-CIO are united in supporting the Fair Tax. Fixing the state's failed tax system has long been a priority and now union families and all voters have a chance to make this change without political roadblocks.



## PAT O'GORMAN

The future of organizing is on the ballot in the upcoming election. Below are a few attacks on Organized Labor that recent appointees to the National Labor Relations Board (NLRB) have completed:

- Employers have the right to ban union organizer from holding meetings on their property during non-working hours.
- Employers have more flexibility to contest the job titles in a bargaining unit to manipulate the bargaining unit to their benefit.
- Made changes to the organizing process to allow the employer to force a longer time period between the filing of a petition and the conduction of an election allowing employers more time to intimidate and question their employees.

Unions and workers rely on the National Labor Relations Board to uphold a fair and equitable process for organizing a union, and we have seen many attempts, and some successes, at degrading that process in recent years. It is no secret that the appointees to the NLRB by the current administration are there to make sure that businesses have as much control over workers as possible. These appointees are supposed to protect the rights of workers. Instead, the current administration's appointees are working to benefit themselves and their wealthy, well-connected corporate friends.

I'm certain that the desire of these appointees is to continue to change the processes of the National Labor Relations Board which will continue to hurt American workers. There is no ambiguity that their intentions are to create an America where the employer has 100% of the power in the workplace. We have a responsibility to ourselves and our families to fight any attempt made by any level of government to eliminate the rights we have as union members.

When voting on November 3, 2020, every one of us should remember these acts of aggression against unions and American workers. Please remind your family and friends of the important issues facing the American worker in this election. The COVID-19 Pandemic has reminded all of us of the importance of fighting for the rights and safety of workers throughout the country, and unions are the first line of defense in that fight!

It is up to us, right now, to make this world a better/safer place for the next generation of workers so they can continue to enjoy the prosperity we have as union members.

**ON NOVEMBER 3, 2020 – VOTE YOUR UNION FAMILY VALUES!**

In Solidarity,

E-Mail: [pogorman@iuoe399.com](mailto:pogorman@iuoe399.com)  
Ext. 2187

## Think About It ...

If unions were on the verge of being destroyed by decisions made in Washington, DC, and they packed the National Labor Relations Board with anti-labor corporate shills, and our children (the next generation) would not have the same opportunity to work for the incredibly great union wages, benefits and workplace protections that are enjoyed today,

**WOULD YOU VOTE to SAVE YOUR CAREER  
or THE CAREER OF YOUR CHILD that you  
hope will follow in your footsteps?**

~ Anonymous

## UNION MEETING NOTICE

**Due to the ongoing COVID-19 Pandemic  
and for the safety of our members,  
please check our website for updates  
on meeting status or contact your  
Area Business Representative.**

*Thank You for Your Understanding!*

## STATEWIDE JOB REFERRAL ASSISTANCE PROGRAM

President and Business Manager Brian Hickey has instructed Business Representatives Vince Winters and Frank Hoskins to aid the membership in job referral. If you're looking for work whether it be due to layoff, termination or just simply looking to relocate, please call Vince Winters at (312) 372-9870 Ext. 2110 for the Chicago and Indiana areas, and Frank Hoskins at (217) 337-4399 for Central and Downstate Illinois.

### JEFF WITHERED – INDIANA

I hope everyone is staying safe as we continue to negotiate through the COVID-19 Pandemic. It certainly has been a learning process for all of us!

In the last newsletter I talked about how we were preparing for workers to return to work. I will say that for the most part the casinos in Indiana did an okay job. As most companies do, they only did what was required of them by the State of Indiana. One of the issues at the casinos was that they required the employees to wear a mask but did not require the guests to wear one. It was apparent that the company was more concerned about their guests than the safety of their employees. As you can imagine this quickly became an issue for the workers. We quickly rallied the workers to do delegations to the company, and we also got the media involved. In a short period, the company changed their position and started requiring the guest to wear a mask. I know this would not have happened if the employees did not stand up for what was right for their health and safety, and the safety of casino patrons.

We are currently in negotiations at the Indiana Grand Casino and Racetrack in Shelbyville, IN. This will be their first contract, and I feel things are going well. Even with the Pandemic and not being able to meet in person, we have been able to meet on a weekly basis and work through most of the non-economic issues by doing Zoom meetings. We are also in negotiations at Caesars Southern Indiana. This contract expired last February, and we have been working under an extension. We have been at the table with the company since before it expired. I feel like we were making good progress considering the workers were asking for a lot. They feel like they have gotten taken advantage of over the years and are demanding a living wage and affordable health care. A lot of the employees on this property start at \$10 to \$11 per hour, and cannot afford to utilize the health insurance because they must pay up to \$3,000 out-of-pocket before the insurance kicks in. I have heard story after story of people that need procedures done to give them relief but cannot afford it. For the last 18 months we have been mobilizing the workers to stand up against the company, and it has gone very well. We have done many things to disrupt the company and bring light to the public about how a company that makes billions in profit treats its employees. I would like to personally thank all those that have stood up to fight for what you deserve. Hopefully, by the time you read this, we have a contract. But, if not, I encourage those who have not been participating in our actions, to get involved. It's your contract and the only way you are going to get what you deserve, is to stand up and demand it! You should be proud of your negotiating committee! They have gotten the company to move a little on the money, even though they were closed for three months. For those of you that don't think it helps to stand up to the employer, I can tell you that you're wrong. I have been part of every negotiation on this property, and I can tell you this negotiation is different. The company is treating us with a little more respect, and it's because the workers are standing strong together. Even after we settle this contract, it is important to continue to stand together against the company for the betterment of all the workers on the property. I have said this many times, and I will continue to say it. You (as union members) are the Union! Big changes take a strong union and that begins with each one of you! I strongly encourage you to get involved and be part of the solution!

The last thing I would like to address is the upcoming November General Election and how important it is to VOTE. In Indiana we have taken an approach to whom we support, and it is based solely on who supports working men and women, so party affiliation does not matter. Believe it or not, since we have started this process, we have supported more than one Republican. I say this because (as union members) that should be our priority. It's so easy to get caught up in the gun or abortion issues or the immigration issues, and not pay attention to what is happening at the Labor Board under this administration.

*(Continued Next Page)*



Local 399 Business Representative **Jeff Withered**, along with Local 399 member, **Mike Johnson**, and his daughter Charly (also pictured below) pictured with Kim Gillis from UNITE HERE! Local 23 at a recent job action.

Thank you all for  
**STANDING STRONG FOR UNIONS!**



I encourage you to look at all the changes that are being made THAT WEAKEN YOUR RIGHTS TO BELONG TO A UNION. Under this administration, they have clearly stated that they will push for National Right to Work legislation. Trust me, my brothers and sisters in Illinois, you do not want that to happen. As union members, we are privileged to make a living wage. Most have great union health care and the ones that do not, we are working hard to fix that. I have been a union member for over 30 years, and I do not want to lose my right to bargain over wages and benefits, and I don't think you do either. So, all I ask is that you educate yourself on what is happening to working men and women in the country.

In Indiana, we have a chance to put a very pro-union governor in office, Dr. Woody Myers. He has stated that one of the first things he will do when he wins in November is reinstate the right for state workers to organize! He has also committed to repealing Right to Work and reinstating Prevailing Wage! The only way he can accomplish this is to get worker-friendly candidates elected to the state house on both sides of the aisle. If you are planning on voting for the current president, my hope is that you are at least willing to not vote a straight ticket. We have people in Indiana and Illinois local elections that are truly friends to unions and working families. And we need them in office to help maintain the lifestyle we all enjoy.

I also hope that after this election (no matter what happens) we can find a way to tone down the division and come together. I believe there are those in power (on both sides of the aisle) that like us at odds with each other. Division amongst workers only diminishes our power to fight for the workplace rights and benefits that we deserve.

We must find a way to put our differences aside and stand together for what is most important to our families and how we provide for them.

In Solidarity,

E-Mail: [jwithered@iuoe399.com](mailto:jwithered@iuoe399.com)  
(317) 716-0319

## LOCAL 399 MEMBERS AT HORSESHOE CASINO, SOUTHERN INDIANA FIGHT FOR INCREASED WAGES AND BENEFITS



Local 399 members in solidarity at Horseshoe Southern Indiana, fighting for a living wage and union healthcare. Pictured above is Local 399 Business Representative **Jeff Withered** with 399 members, **Bobby Draper, David Crews, Scott Sillings** and **Rod Evens**.

Thanks for standing strong for your jobs, wages, benefits and your union!

## Veteran's Day • November 11, 2020

Honoring all those who are serving or who have served in defense of our Country.

*Thank You!*



Dear President Hickey and Local 399 Scholarship Award Committee:

I am so proud to inform you that I have successfully completed my studies at Bowling Green State University. I achieved my Bachelor of Fine Arts in Graphic Design, graduating with Cum Laude Honors.

I wish to extend my deepest gratitude for the scholarship support that Local 399 has provided to me. I am looking forward to pursuing my career in the Chicago area, and will be forever grateful to Local 399! Thank you!

Sincerely,

Olivia Jones  
2016 Scholarship Winner

## IUOE Local 399 401(k) Update

WOW! ...

Prepared by: Steve Scott, Managing Partner • Retirement Solution Group (RSG)  
 steve@retirementsolutiongroup.com and 866-352-7731 Ext. 210

As I write this on Tuesday, September 15, 2020, so much has changed since our last newsletter. Although much of the first sentence sounds the same as the newsletter I wrote in May, 2020 is all about constant change.

In March, we saw the fastest bear market in US history. In August, we saw the fastest market recovery from the low of -34% (S&P 500) that we suffered through in March get eradicated as the markets broke all-time highs yet again. Unemployment is still up, violence and crime is still up, vaccines and a clear end to the pandemic is still unclear, yet the S&P 500 is set to open this morning above 3400. Shocking!

I cannot express how impressed I am with the members I have spoken to throughout this crisis compared to the genuine panic of 2008 and 2009's uncertainties. In 2020 the more wise and experienced investors of 399 made shockingly few moves to cash. They knew that the 401(k) is focused on the long term and these things tend to go in cycles often being shorter than logic suggests. Sure we took lots of calls but for the most part people committed to the course they were on and after struggling through an awful first quarter of the year, we saw an amazing bounce in April (best month since 1982) and continued inertia forward to this day.

But make no mistake, this roller coaster is likely not over. The same resolve our members have shown simply going to work consistently through this crisis will continue to be needed. Obviously, the next big events on the market's mind will be the November election, the vaccine, and the unanswered question of will winter shutdowns or some sort of claw backs to the reopening of the economy take effect. I do not have answers to any of those points, but I know that we will continue to support the members in making informed investment decisions throughout this period regardless of what challenges are thrown at us. As many of you know, this is a participant directed benefit. We give support and advice but, at the end of the day, it is up to the underlying member to decide what risk and what investment is prudent for him/her. But it is my job, and that over the trustees, to ensure that lineup is prudent and represents effective choices in their respective share classes and sectors. To this end, the JH International Value Fund will be replaced by the JH Disciplined Value

Fund which has superior performance over multiple periods. This change is scheduled to occur on October 19, 2020 and no action is required for participants utilizing this fund. Of course, if you wish to relocate to a different alternative you always have that choice, and the RSG team located at the IUOE Local 399 401(k) Department is here to assist in any analysis you feel prudent.

One thing 2020 has forced everyone to do is embrace technology. Whether you are a new member or someone who is not participating in the 401(k) and eligible to sign up, please go to the IUOE Local 399 website ([www.iuoe399.org](http://www.iuoe399.org)) and visit the 401(k) tab at the top of the page. There you will find a scrolling link with updates, one of which is the new virtual enrollment presentation. This short four-and-a-half-minute video walks participants through the basic information needed to sign up and makes the process easy and flexible to your schedule. Also, on the same location on the site is information for our first ever virtual Retirement Readiness Seminar scheduled to be held on Saturday September 19, 2020 at 10:30 am – noon. Obviously, we would prefer to be in the Hall together as we have for the past few years but staying connected is more important and this is the most effective and safe alternative.

Finally, this morning our 401(k) benefit is valued at more than \$241 mm, which is 100% the fully vested monies of 3,149 members. I was hoping we would be at a quarter of a billion dollars by the time I wrote this but a bit of volatility in the past few weeks has us just under that amazing accomplishment. But it is coming, and very soon. We have built a culture of savers and investors, not speculators. That mindset and those behaviors are being rewarded.

I could not be prouder of what you all had to do through this crisis by supporting simply going to work every day and how you have shown perspective and patience as investors as well! Thank you from me and the whole RSG team for everything you have done to hold Chicago together during this challenging year.

**STAY SAFE. BE WELL!**

Securities are offered through LPL Financial, Member FINRA/SIPC. Investment advisory services offered through RSG Advisory a registered investment advisor. RSG Advisory and LPL Financial are separate, non-affiliated entities.

**Vince Winters**

**Director**

**Ext. 2110**

**E-Mail: [vwinters@iuoe399.com](mailto:vwinters@iuoe399.com)**

**Trustees**

**Sallie Fulwiler**

**Tom Loughlin**

**Matt McManus**

**James Kata**

**Jack O'Rourke**



## VALERIE COLVETT

Since 2016 labor has lost a lot of ground in the battle to maintain our union rights, and **it will take all of us working together** to get back on track. We are all architects of our own destiny so this is not about politics – **IT'S ABOUT YOU!**

This article takes a look at some of the egregious attacks on working people and the clear commitment to advance a pro-corporate, anti-worker agenda. The top 10 demands from the Chambers of Commerce (who are not friends of labor), have been achieved or are in the process of being completed in a couple months. At the same time meeting the demands of Chambers of Commerce came on the backs of working people and nothing that was promised to help working people were even addressed. Here's a brief list of how working people and unions have been attacked:

- **Anti-labor nominees and appointments to cabinet positions and top jobs in government agencies like the NLRB and DOL whose decisions have stripped worker and union rights**
- **Employers are no longer required to report workplace injuries or illnesses to OSHA**
- **Lawfully removed public records of worker deaths from OSHA webpage**
- **Government contracts are awarded to companies with basic labor and safety violations**
- **Millions of workers were excluded from paid sick leave for COVID-19 related reasons by restricting benefits to employers with more than 5 and less than 500 employees worldwide**
- **Hurt workers retirement savings clearing the way for retirement advisers to recommend savers invest money in ways that benefit the advisers rather than the saver**
- **Made it unlawful for workers to organize a union during non-working hours**
- **Made it lawful to block union representatives from talking to employees in public areas, i.e., hospital cafeterias open to the public**
- **Undercut public sector workers freedom to organize**

The Tax Cuts and Jobs Act (TCJA) gave large tax cuts to corporations. The top 1% of household incomes (\$555,000 or more) claimed 83% of the TCJA benefits. **Worse yet, there is an under reported part of TCJA that provides for tax benefits for outsourcing work to subcontractor firms.**

Numerous studies show union represented workers' wages are 30% greater than those who are not represented by a union.

Every election has consequences. We must remember in November that we have been pushed back by actions taken by our own government with its sole purpose to dismantle rights of working people and the unions that represent workers. Single issue voting does nothing more than empower those who are against us! Please vote your pocketbook and honestly ask if you could continue living your current lifestyle without the benefit of **YOUR UNION WAGES?** Protect it. Value it. **Use your voice at the ballot box to stop all those who want to take us down in the name of corporate greed.**

**E-Mail: [vcolvett@iuoe399.com](mailto:vcolvett@iuoe399.com)**

**Ext. 2133**

### UNION MEMBERSHIP RIGHTS AND OBLIGATIONS UNDER UNION CONTRACTS

This notice applies to people working under a collective bargaining agreement requiring membership, or good standing membership, as a condition of employment. In order to attend union meetings, vote on union contracts, vote on whether to strike, vote on dues increases or assessments, or to nominate or vote on union officers, you must be a member of the Local and pay regular union dues. If you wish to forfeit all those rights, plus the insurance and other benefits available only to union members, you may elect to pay for the cost of collective bargaining, at a reduced fee. If you wish to lose your membership rights and benefits in exchange for a reduction, you must send written notification signed by you with your social security number and home address to the Local's Financial Secretary between January 1st and 31st of each year or in the first thirty days following your obligation to make payment to the Union under collective bargaining agreement. If you make a timely filing, you will be notified of your continuing financial obligation to the Local, how it was calculated, and other procedures related to the fee, including arbitration of challenged calculations, but you must continue to make payment in accordance with those procedures. Your membership rights are immediately lost and forfeited; your continued employment does not require full membership. To become a full member, a fee payer must make written application to the Local's Financial Secretary. Written Notification must be signed by you with your social security number and home address.



## IUOE Mourns the Passing of Justice Ruth Bader Ginsburg

Over the course of a remarkable career, Justice Ginsburg harnessed the law to give voice to the rights of women, immigrants and all working people and became a champion for fairness and dignity in the workplace. She will continue to serve as an inspiration as we fight to uphold the freedom to form unions and give an equal voice to all workers.

**James Callahan**  
IUOE General President

### A Statement from the Local 399 Legal Department:

Never in my lifetime have we needed consensus building, not only on the Supreme Court, but at every level of government and in our daily lives, too. Whether you agreed with her or not, Justice Ruth Bader Ginsburg (RBG) brought a sense of solid thought and reason and approached each argument with the keen ability to disagree without being disagreeable. She was very close friends with Justice Antonin Scalia, one of the most conservative Justices on the bench. They enjoyed the love of opera, food, travel, and most important the ability to respect each other, to voice opposite opinions in just about every case they heard. Republican President Reagan and Democratic Speaker of the House Tip O'Neill worked together – respectfully, and with a little humor. O'Neill once described Reagan's policies as "one big Christmas party for the rich." Reagan wrote in his memoirs that he and the Speaker were "friends after 6pm."

One thing is for certain – republicans, democrats, conservatives and liberals can be friends, we can disagree without being disagreeable, be respectful and civil without name calling and without acting like villains in a horror show.

**There must be balance in this country.** Today we are split, fueled by anger, hate and the overall disregard for basic human decency. There are those in decision-making positions whose goal is to decimate unions, reverse long-standing NLRB decisions, enact arbitrary executive orders that negatively affect union members and eliminate safety and health in the workplace. Decimating unions will decimate pay checks, strip benefits, and limit good paying job opportunities. **All working people, regardless of party or social views, must vote for candidates who support us and understand that without unions pay disparity will grow at a rapid pace (rich get richer) and job protections will be history.**

**Valerie Colvett**  
Director • Local 399 Legal Department



**This is TRULY the MOST IMPORTANT ELECTION  
for UNION MEMBERS in our lifetimes!**

**FOR THE SAKE OF YOUR  
JOBS, WAGES, BENEFITS  
& WORKPLACE PROTECTIONS**



## CARRIE GATH

### 2020'S "BUILDING BRIDGES TO HEALTH" – HEALTH FAIR

This newsletter would normally be identifying information and the locations relating to the Fall Health Fair programs. A variety of scenarios were considered as to how to safely conduct such a program this year, especially considering gathering size restrictions and social distancing due to COVID-19. Unfortunately, the 2020 Health Fair has been cancelled. In addition to this, in June we learned that Interactive Health, the organization that conducted the blood screenings, filed Chapter 7 bankruptcy and is out of business. We are hopeful to locate a vendor that was as robust and user friendly as Interactive Health for the 2021 Health Fair season.



### LOCAL 399 HEALTH & WELFARE PARTNERSHIP WITH ABSOLUTE SOLUTIONS

The Health & Welfare Fund continues to partner with Absolute Solutions. Utilizing Absolute Solutions is a voluntary option that has a national network of medical diagnostic imaging providers. Through this Absolute Solutions network, your claims will be paid at 100%. Absolute Solutions will schedule and provide most of your Diagnostic Radiology needs including MRI's, CT Scans and PET Scans.

This is available not only for yourself but also for your eligible dependents who may have radiology needs. Simply call 1(800) 321-5040 to schedule. Please note, if you utilize a provider outside of the Absolute Solution's network, the normal deductible and co-insurance charges will apply.



### GET THE MOST OUT OF YOUR DENTAL BENEFITS

Be a smart mouth, schedule regular Preventative Care dental appointments by a Delta Dental PPO provider and most Preventive services are covered at 100%! (Including but not limited to: oral exams and prophylaxis, TWICE in a calendar year!) Infection control has always been a top priority for dental practices and updated guidelines to prevent the spread of COVID-19 have been set by the American Dental Association

(ADA), the U.S. Centers for Disease Control and Prevention (CDC), the Occupational Safety and Health Administration (OSHA) and state health departments and agencies.

Some dentists may be adding a fee to each claim for personal protective equipment (PPE). Delta Dental of Illinois' network policies prohibit network dentists from billing charges like this to their members. Non-network dentists do not have these prohibitions since they are not part of Delta Dental networks. Visit [deltadentalil.com](http://deltadentalil.com) to find a network dentist in your area.



### VISION BENEFITS

Over 90% of VSP® network providers are now open for routine care. As a reminder, there are no cards for Vision benefits through VSP. We often get calls to the fund office about this. The provider should be given your identification number off of your Blue Cross Blue Shield card, but without the letters UOE.

You should not have to provide your social security number. When utilizing a VSP provider, there is a \$10 copay for a yearly eye exam. Visit [vsp.com](http://vsp.com) to find a network vision provider in your area.

### ANNUAL BENEFIT COMPLIANCE NOTICE

Women's Health and Cancer Rights Act of 1998, your H&W Plan provides benefits for mastectomy related services and complications resulting from a mastectomy (including lymphedema). These benefits include reconstruction and surgery to achieve breast symmetry and prostheses. All plan provisions, such as deductible and coinsurance apply.

*"Health, wealth, love and the time to enjoy them."* Author Unknown

### Local 399 Health & Welfare Fund



**Carrie Gath**  
Benefit Fund Administrator  
Ext. 3137

### Fund Office Personnel

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Veronica Mister  
Ext. 3106

Laura Whiteford  
Ext. 3109

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Jack Houze

Eric Centazzo

Valerie Colvett

Maureen Ehrenberg

Patrick J. Kelly

JIM COATES

## EDUCATIONAL NEWS

### IUOE Local 399 Campus

It was encouraging to see our members back in the classroom, even though the social distancing guidelines support reduced numbers. The weekly grouping of 8-9 students at a time does have some advantages with more individualized attention. I am pleasantly surprised by the online synchronous (real time) participation using our distance learning system (Blackboard) chats and poll features during lecture. Also, the small group format is providing more meaningful lab time, as each student learns using equipment without the need to share with others. Working independently can remove the anxiety of trying to keep up with others in your group, thereby allowing for a more thorough understanding. When classrooms/labs go back to full capacity, some students enjoy problem-solving with others. The point I am trying to make is, there are advantages with both methodologies, and people who want to learn can leverage the opportunities.



### Spring 2021 News

New course development is complete for our Water Technology Concentration. The courses are approved by the Illinois Community College Board (ICCB) and the Higher Learning Commission (HLC) for college credit. Three Licensed Chemists will be teaching the courses, and each course earns three (3) College Credits.

**FET 260 Water Quality: Introduction to Wastewater Treatment:** Basic principles of industrial and municipal wastewater treatment. Provides stationary engineers with a basic understanding of the common physical, chemical, and biological treatments, drawing from a variety of disciplines, including chemistry, biology, mathematics, physics, engineering, and resources management. Upon successful completion of this course, the student will be able to understand how to manage the basic aspects of wastewater treatment: physical, chemical, and biological factors.

**FET 261 Water Quality: Drinking and Recreational Water:** Intended as a general introduction to water quality management. Stationary engineers need a basic understanding of the factors controlling water quality. This course will draw from a variety of disciplines including chemistry, biology, mathematics, physics, engineering, and resource management. Specific applications will be drinking water, swimming pool water and Water Management Plans. Upon successful completion of this course, the student will be able to understand how to manage the basic aspects of water quality: physical, chemical, and biological factors.

**FET 262 Water Quality: Process Water Treatment:** Designed to better manage water through additives and control methods which prevent common problems when working with water. Building operators will maximize their mechanical system's life, efficiency, and safety while decreasing downtime, unexpected failures, and premature replacements caused by improper water treatment. Upon successful completion of this course, the student will be able to understand how to better manage water in mechanical systems, and mitigate problems.

### Going Forward with Safety in Mind

There are many unknowns at the time of this writing, so I encourage everyone to frequently monitor our Local 399 website for training updates. Please do your best to stay healthy while respecting the safety of others.

Faternally,

E-Mail: [jcoates@iuoe399.com](mailto:jcoates@iuoe399.com)  
Ext. 4122



### Local 399 Educational Training Fund

E-Mail:  
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Veronica Tinley, Ext. 4121  
*Education*

#### Trustees

Joe Belsan

Ryan Egan

Maureen Ehrenberg

Harold Hacker

Steven O'Mara

William Schuch

Eric Wylie





## TOM PHILLIPS

## PROGRESS REPORT:

**FRONT OF THE HOUSE:** Well, Fall is upon us and with it comes a new semester. With COVID still in the air, we had to adapt our Fall 2020 semester including learning and implementing a new registration and payment process. For most, the process went smoothly (and for a few, not so much). The new process for registration and payment is now completed on-line and is relatively simple and efficient. We eliminated the long lines at the beginning of class and reduced the possibility of close contact. But with this process, as in any new process, it requires all of us to take the time and follow the instructions given. This will allow for a smoother enrollment and eliminate unnecessary phone calls, emails and confusion.

*Thank You!*

I would like to thank **Jamie Howard, Veronica Tinley** and **Nancy Carey** who managed to accommodate the needs of over 700 individuals in a short period of time. This was a herculean task and as always, they did not disappoint.

**BALANCING ACT:** Classes have started and the instructors are once again in the classroom and rotating a limited number of students into the classroom while others attend virtually. This has been a challenging process to manage for both the students and instructors. To learn and implement a new process is a challenge and requires a great deal of patience, but it is well worth the effort. Our instructors are completing their first four classes using Blackboard as their Learning Management System (LMS) or virtual classroom. The "normal" class period hosts the same number of students, some viewing from home and 9 students in the classroom. Each week we rotate the students so we can provide each student with the hands-on training needed to complete their classwork. There is a real benefit to this new format as the ratio of students to instructor is 9:1 or less. This gives our instructors more time with the individual students and evaluate the student's performance more closely. I do know that most of our instructors have found that the LMS is a useful tool and will enhance the classroom experience in the future.

**YOUR GOALS:** I'd like to invite you to take a moment and look once again at the Certificate and Associate Degree Programs your union offers. You can find the program outlines of each at our website under the Education tab. After you have reviewed them, please contact us if you have any questions regarding your progress and strategies to complete your certificate and/or degree.

**OUTSIDE THE BOX:** If you have taken classes or certificates outside of Local 399's Training Facility and they are related to our trade, please be sure the Education Department receives a copy so we may update your educational profile.

**REMEMBER TO OFFER A RIDE!** *"Whether you live in a city or a small town, and whether you drive a car, take the bus or ride a train, at some point in the day, everyone is a pedestrian."* Anthony Foxx

E-Mail: [tphillips@iuoe399.com](mailto:tphillips@iuoe399.com)

Ext. 4124

*Important*  
City of Chicago

**LICENSE RENEWAL & EXAM INFORMATION**

**Attention Local 399 Members:** The City of Chicago has changed its procedure for trade licensing, renewals and exams. The City is now using Continental Testing, an outside firm, for all of its licensing, renewals and exams. For more information, please go to our website: [www.iuoe399.org](http://www.iuoe399.org)

City of Chicago  
**LICENSING  
& EXAM**  
Information

**K** KEEP  
**E** EDUCATING  
**Y** YOURSELF

**Take Advantage of our  
NEW  
TECHNOLOGY CENTER!**

Please contact our Education Department with questions on how to update your skills and stay current on all the latest standards in our industry!

# 2020 FALL CLASS SCHEDULE

## BOILER OPERATION (AM)

Day: Monday Room: 206  
Time: 8:00 am - 1:00 pm  
Course Sessions: 15  
Start Date: 08/24 • End Date: 12/07

## BOILER OPERATION (PM)

Day: Wednesday Room: 206  
Time: 4:00 pm - 9:00 pm  
Course Sessions: 15  
Start Date: 08/26 • End Date: 12/09

## BOILER OPERATION (PM)

Day: Thursday Room: 206  
Time: 4:00 pm - 9:00 pm  
Course Sessions: 15  
Start Date: 08/27 • End Date: 12/10

## COMMERCIAL HEATING & COOLING I (AM)

Day: Tuesday Room: 155  
Time: 8:30 am - 1:30 pm  
Course Sessions: 15  
Start Date: 08/25 • End Date: 12/01

## COMMERCIAL HEATING & COOLING I (AM)

Day: Wednesday Room: 155  
Time: 8:30 am - 1:30 pm  
Course Sessions: 15  
Start Date: 08/26 • End Date: 12/09

## COMMERCIAL HEATING & COOLING I (PM)

Day: Monday Room: 155  
Time: 4:00 pm - 9:00 pm  
Course Sessions: 15  
Start Date: 08/24 • End Date: 12/07

## COMMERCIAL HEATING & COOLING II (PM)

Day: Wednesday Room: 204  
Time: 5:00 pm - 10:00 pm  
Course Sessions: 15  
Start Date: 08/26 • End Date: 12/09

## CHIEF ENGINEER (PM)

Day: Monday Room: 202  
Time: 4:00 pm - 7:00 pm  
Course Sessions: 10  
Start Date: 08/24 • End Date: 11/02

## CHIEF ENGINEER (AM)

Day: Wednesday Room: 202  
Time: 9:00 am - 12:00 pm  
Course Sessions: 10  
Start Date: 08/26 • End Date: 10/28

## CRITICAL SYSTEMS (PM)

Day: Wednesday Room: 205  
Time: 5:00 pm - 8:00 pm  
Course Sessions: 10  
Start Date: 08/26 • End Date: 10/28

## CRITICAL SYSTEMS OPERATIONS & MAINTENANCE (PM)

Day: Tuesday Room: 205  
Time: 5:00 pm - 9:00 pm  
Course Sessions: 15  
Start Date: 08/25 • End Date: 12/01

## ELECTRICITY FOR ENGINEERS I (PM)

Day: Thursday Room: 154  
Time: 4:00 pm - 9:00 pm  
Course Sessions: 15  
Start Date: 08/27 • End Date: 12/10

## ELECTRICITY FOR ENGINEERS I (PM)

Day: Monday Room: 153  
Time: 5:00 pm - 10:00 pm  
Course Sessions: 15  
Start Date: 08/24 • End Date: 12/07

## ELECTRICITY FOR ENGINEERS I (PM)

Day: Tuesday Room: 153  
Time: 5:00 pm - 10:00 pm  
Course Sessions: 15  
Start Date: 08/25 • End Date: 12/01

## ELECTRICITY FOR ENGINEERS I (AM)

Day: Friday Room: 153  
Time: 9:00 am - 2:00 pm  
Course Sessions: 15  
Start Date: 08/28 • End Date: 12/11

## ELECTRICITY FOR ENGINEERS II (AM)

Day: Monday Room: 202  
Time: 8:30 am - 1:30 pm  
Course Sessions: 15  
Start Date: 08/24 • End Date: 12/07

## ELECTRICITY FOR ENGINEERS II (AM)

Day: Tuesday Room: 202  
Time: 8:30 am - 1:30 pm  
Course Sessions: 15  
Start Date: 08/25 • End Date: 12/08

## ELECTRICITY FOR ENGINEERS II (PM)

Day: Thursday Room: 203  
Time: 4:00 pm - 9:00 pm  
Course Sessions: 15  
Start Date: 08/27 • End Date: 12/10

## FACILITIES SUSTAINABILITY (PM)

Day: Thursday Room: 202  
Time: 4:00 pm - 9:00 pm  
Course Sessions: 15  
Start Date: 08/27 • End Date: 12/10

## HEALTHCARE LOGISTICS & COMPLIANCE (PM)

Day: Thursday Room: 205  
Time: 4:30 pm - 8:00 pm  
Course Sessions: 10  
Start Date: 08/27 • End Date: 10/29

## HEALTHCARE MAINTENANCE SYSTEMS (AM)

Day: Wednesday Room: 205  
Time: 9:00 am - 1:00 pm  
Course Sessions: 15  
Start Date: 08/26 • End Date: 12/09

## HOSPITALITY EQUIPMENT MAINTENANCE & REPAIR (PM)

Day: Monday Room: 204  
Time: 4:00 pm - 8:30 pm  
Course Sessions: 15  
Start Date: 08/24 • End Date: 12/07

## HOTEL MAINTENANCE SYSTEMS (PM)

Day: Wednesday Room: 203  
Time: 5:00 pm - 9:30 pm  
Course Sessions: 15  
Start Date: 08/26 • End Date: 12/09

## INDOOR AIR QUALITY (AM)

Day: Thursday Room: 201  
Time: 8:00 am - 1:00 pm  
Course Sessions: 15  
Start Date: 08/27 • End Date: 12/10

## INDOOR AIR QUALITY (PM)

Day: Thursday Room: 201  
Time: 4:00 pm - 9:00 pm  
Course Sessions: 15  
Start Date: 08/27 • End Date: 12/10

## MOBILE MAINTENANCE SYSTEM COMPONENTS (PM)

Day: Thursday Room: 204  
Time: 5:00 pm - 9:00 pm  
Course Sessions: 15  
Start Date: 08/27 • End Date: 12/10

## PNEUMATIC CONTROLS & DDC (AM)

Day: Thursday Room: 202  
Time: 9:00 am - 2:00 pm  
Course Sessions: 15  
Start Date: 08/27 • End Date: 12/10

## PNEUMATIC CONTROLS & DDC (PM)

Day: Wednesday Room: 202  
Time: 5:00 pm - 10:00 pm  
Course Sessions: 15  
Start Date: 08/26 • End Date: 12/09

## ROOFTOP EQUIPMENT & OPERATION & MAINTENANCE (AM)

Day: Wednesday Room: 204  
Time: 9:00 am - 12:00 pm  
Course Sessions: 15  
Start Date: 08/26 • End Date: 12/09

## TESTING AND BALANCING (AM)

Day: Monday Room: 201  
Time: 8:00 am - 1:00 pm  
Course Sessions: 15  
Start Date: 08/24 • End Date: 12/07

## TESTING AND BALANCING (PM)

Day: Monday Room: 201  
Time: 4:00 pm - 9:00 pm  
Course Sessions: 15  
Start Date: 08/24 • End Date: 12/07

## UNDERSTANDING PLAN DRAWINGS (PM)

Day: Friday Room: 201  
Time: 5:00 pm - 8:00 pm  
Course Sessions: 10  
Start Date: 08/28 • End Date: 10/

## BLENDED/ONLINE CLASSES

### ENERGY CONSERVATION (PM)

Day: Wednesday Room: 201  
Time: 5:00 pm - 10:00 pm  
Course Sessions: 12  
Start Date: 08/26 • End Date: 11/11

### INDOOR AIR QUALITY (PM)

Day: Tuesday Room: 201  
Time: 5:00 pm - 10:00 pm  
Course Sessions: 12  
Start Date: 08/25 • End Date: 11/10

## GENERAL EDUCATION CLASSES

### MATH 122 (PM)

ONLINE  
Course Sessions: 17  
Please Contact the Education Department

### RHETORIC (PM)

ONLINE  
Course Sessions: 17  
Please Contact the Education Department

## PRINCIPLES OF EFFECTIVE SPEAKING (PM)

Day: Thursday Room: 153 (BLENDED)  
Time: 5:00 pm - 9:00 pm  
Course Sessions: 5  
Start Date: 08/27 • End Date: 12/10

## CERTIFICATE CLASSES

### LABOR HISTORY (PM)

Day: Monday Room: 154  
Time: 5:00 pm - 8:00 pm  
Course Sessions: 7  
Start Date: 08/24 • End Date: 10/12

### LABOR HISTORY (PM)

Day: Monday Room: 154  
Time: 5:00 pm - 8:00 pm  
Course Sessions: 7  
Start Date: 10/19 • End Date: 11/30

### FIRE ALARM SYSTEMS (PM)

Day: Monday Room: Lab 2  
Time: 5:00 pm - 9:30 pm  
Course Sessions: 10  
Start Date: 08/24 • End Date: 11/02

### INDUSTRIAL MAINTENANCE (PM)

Day: Wednesday Room: 154  
Time: 4:00 PM - 8:30 PM  
Course Sessions: 12  
Start Date: 08/26 • End Date: 11/11

### INDUSTRIAL MAINTENANCE (PM)

Day: Tuesday Room: 154  
Time: 4:00 PM - 8:30 PM  
Course Sessions: 12  
Start Date: 08/25 • End Date: 11/10

### LOCKSMITH (PM)

Day: Thursday Room: 155  
Time: 5:00 pm - 8:00 pm  
Course Sessions: 5  
Start Date: 09/10 • End Date: 10/15

### LOCKSMITH (PM)

Day: Thursday Room: 155  
Time: 5:00 pm - 8:00 pm  
Course Sessions: 5  
Start Date: 10/22 • End Date: 12/3

### LOCKSMITH (AM)

Day: Saturday Room: 155  
Time: 8:00 am - 11:00 am  
Course Sessions: 5  
Start Date: 09/19 • End Date: 10/24

### LOCKSMITH (AM)

Day: Saturday Room: 155  
Time: 8:00 am - 11:00 am  
Course Sessions: 5  
Start Date: 10/31 • End Date: 12/05

### VARIABLE FREQUENCY DRIVE (PM)

Day: Friday Room: Lab 1  
Time: 4:00 pm - 7:00 pm  
Course Sessions: 5  
Start Date: 10/09 • End Date: 11/06

### VARIABLE FREQUENCY DRIVE (PM)

Day: Friday Room: Lab 1  
Time: 4:00 pm - 7:00 pm  
Course Sessions: 5  
Start Date: 09/04 • End Date: 10/02

# INTM

## INDUSTRIAL TECHNOLOGY AND MANAGEMENT

Illinois Institute of Technology (Illinois Tech) offers a transfer program for individuals building a career in industry. The **Bachelor of Industrial Technology and Management (BINTM)** program was established in 1994 as an educational pathway for working adults focused on expanding their professional skills and obtaining the knowledge and credentials required to move into managerial positions. The BINTM is designed for technical specialists who have accrued two years (~60 hours) of credit from an accredited college or university through an Associate's program (AAS or AS) or an equivalent course of study.

## BACHELOR OF INDUSTRIAL TECHNOLOGY AND MANAGEMENT (BINTM)

The BINTM curriculum is structured to provide students with core competencies needed to successfully function in a supervisory position, along with industry-specific coursework.

Individuals building a career in Facilities Management, in a hospitality, health care, critical systems, or commercial office setting, can transfer to Illinois Tech and earn a degree tailored to their professional interests.

INTM classes are held evenings and online to accommodate full-time work schedules. Students may attend part-time or full-time, and work with an academic advisor to optimize completion of required coursework.

Community college students generally transfer 60-66 credits to Illinois Tech. Those with credit from a 4-year university may be able to apply additional credit towards the BINTM degree. See **BINTM Admission Requirements** and INTM course descriptions at <http://intm.iit.edu>.

Scholarships are available for both full-time and part-time study (*over*) and IUOE 399 members may be eligible to receive additional tuition assistance through the ETF Tuition Benefit.

### INDUSTRIAL FACILITIES (IF) SEQUENCE

#### INTM CORE COURSEWORK (45 credits)

INTM 301 Communications for Workplace (3)  
INTM 315 Industrial Enterprises (3)  
INTM 322 Industrial Project Management (3)  
INTM 404 Marketing, Sales & Product Intro (3)\*  
INTM 408 Cost Management (3)  
INTM 410 Operations Management (3)  
INTM 425 Human Resource Management (3)  
INTM 441 Supply Chain Management (3)\*  
INTM 459 Issues in Industrial Sustainability (3)  
2 IPRO/Interprofessional Projects (6)  
2 Humanities (300/400-level) (6)  
2 Social Sciences (300/400-level) (6)

#### FACILITIES-RELATED (IF) ELECTIVES: (21 credits)

Choose seven (7) courses:

INTM 314 Maintenance Technology & Mgmt (3)  
INTM 407 Construction Technology (3)  
INTM 411 Functional Facilities Management (3)  
INTM 413 Contract Admin for Constr (3)  
INTM 415 Advanced Project Management (3)  
INTM 416 Integrated Facilities Mgmt (3)  
INTM 417 Construction Estimating (3)  
INTM 418 Industrial Risk Management (3)  
INTM 423 Sustainable Facilities Operations (3)  
INTM 461 Energy Options in Industry (3)

\*Course substitution with IF elective possible

#### SUGGESTED COURSE SEQUENCE

*Progress through the program at your own pace. Coursework can be completed in 4-5 years of part-time study or 2.5 years of full-time study.*

##### Semester 1

301 Comm in Workplace  
315 Industrial Enterprises  
314 Maint Tech & Mgmt

##### Semester 2

322 Indust Project Mgmt  
407 Construction Tech  
425 HR Management

##### Semester 3

411 Funct Facility Mgmt  
410 Operations Mgmt  
459 Issues in Sustainability

##### Semester 4

423 Sustainable Facility Ops  
4XX IF elective  
SOC SCI 300-level elective

##### Semester 5

418 Industrial Risk Mgmt  
4XX IF elective  
HUM 300-level elective

##### Semester 6

416 Integr Facility Mgmt  
IPRO 497 Interprof Project  
SOC SCI 300-level elective

##### Semester 7

408 Cost Management  
IPRO 497 Interprof Project

##### Semester 8

413 Contract Admin  
HUM 300-level elective

#### CREDIT HOUR REQUIREMENTS

TRANSFER CREDIT: **60**

COMPLETED AT IIT: **66**

TOTAL FOR DEGREE: **126**

## IIT Scholarships for Undergraduate Transfer Students

**Full-time students** (12 hours or more/semester) are considered for merit-based scholarships when the application for admission is reviewed. Full-time scholarship offers cannot be prorated for part-time students.

### ► Transfer Tuition Scholarship

Awards start at \$12,500/year, based on GPA from the transfer institution(s).

### ► Phi Theta Kappa (PTK) Honor Society Scholarship

Awards up to \$5,000/year; only active members of Phi Theta Kappa are eligible.

### ► Presidential Scholarship

Award of \$25,000/year; a competitive scholarship requiring separate application and essay. Awards are based on academic achievement, essay strength and leadership resume. Candidates must be nominated by the president of the transfer institution and hold a GPA of 3.5/4.0 or be a member of Phi Theta Kappa. The Presidential Scholarship Application must be submitted in conjunction with the online application. Review the list of participating institutions and obtain the application form on [IIT's Undergraduate Admission website](#) under 'Finances'.

### **Part-time BINTM students** (11 hours or less/semester) may be eligible for the

Keith E. McKee Scholarship, which covers up to 50% of tuition for 6 courses/year. An application form must be submitted each semester and is processed through the INTM Office. Students must earn a grade of "C" or better in supported courses.



## IUOE Local 399 Educational Training Fund (ETF) Tuition Benefit

IUOE Local 399 members whose employers contribute to the Educational Training Fund (ETF) may apply for the ETF Tuition Benefit, which covers 75% of out-of-pocket tuition expense for supported courses graded "C" or better (maximum benefit of \$8000/year). Application required each semester to confirm eligibility and available funding. Contact **Jim Coates**, ETF Administrator, at [jcoates@iuoe399.com](mailto:jcoates@iuoe399.com) or 312.372.9870 x4122.

## Apply for Admission to Illinois Tech

### **Two-step application process:**

1. Complete the Transfer Application for Undergraduate Admission at <http://admissions.iit.edu/undergraduate/apply/transfer-applications>
2. Request official transcripts from all colleges/universities attended and forward those to:

**Office of Undergraduate Admission**  
**Illinois Institute of Technology**  
**10 West 33<sup>rd</sup> Street, Room 101**  
**Chicago IL 60616**

*IIT offers rolling admission throughout the year.*  
*General application deadlines are August 1 for the fall term and December 1 for the spring term.*

Questions? Contact our Admissions staff at  
312.567.3025 -or- [admission@iit.edu](mailto:admission@iit.edu)

### **TRANSFER TO ILLINOIS TECH FROM...**

**TRITON COLLEGE • MORAIN VALLEY • COLLEGE OF DUPAGE**

**HARPER COLLEGE • JOLIET JR COLLEGE • OAKTON**

**CITY COLLEGES OF CHICAGO • ELGIN • WAUBONSEE**

**For more information on attending IIT, contact**  
Pamela Houser, INTM Program Manager, at  
312.567.3584 -or- [houser@iit.edu](mailto:houser@iit.edu)



## Local 399 Platinum Contributors

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Clince, John F.	Henmueller Mark S.	McHugh, Matthew K.	Protolipac, Michael J.	

# VOLUNTEERS NEEDED NOW!

We are looking for members to volunteer for our Phone Bank/Get-Out-The-Vote Campaign.

**Volunteers needed Monday through Friday through Election Day • November 3, 2020**

Monday 9:00am – 12:00pm and 4:30pm – 7:30pm  
 Tuesday 9:00am – 12:00pm and 4:30pm – 7:30pm  
 Wednesday 9:00am – 12:00pm and 4:30pm – 7:30pm  
 Thursday 9:00am – 12:00pm  
 Friday 9:00am – 12:00pm

If you are interested in volunteering your time, please contact John Hanley at (312) 372-9870 Ext. 2153 or email at [jhanley@iuoe399.com](mailto:jhanley@iuoe399.com)

Please be sure to follow  
Local 399 on Facebook and  
Twitter for all the latest news.



## UNION PEOPLE American Families Need 'Em



### MEMORIAL NOTIFICATIONS



If you would like be added  
to our Memorial Notification  
email list, please contact  
Pat Kelly at:  
pkelly@iuoe399.com

Or, log onto our website and  
go to our memorial page for a  
link to be added to our list.

## In Memoriam

*Our sincerest sympathies to the bereaved families  
as we share with them the loss of these good friends  
and brother and sister members of Local 399.*

### DECEASED MEMBERS

*Please keep the families of our deceased members  
in your thoughts and prayers.*

#### JUNE

JOHN NEATHAMMER  
ANDREW PRATTS

#### JULY

JOSEPH DIAZ  
RAY FOX  
LEON REPAY  
STANLEY SIENKO  
JERRY WAGNER\*

#### AUGUST

JOHN CRISHAM\*  
MICHAEL GUIDOTTI  
FRANK HEALY

#### MICHAEL KRISCHEL

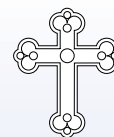
MARK R. MILLER  
BRIAN MOLLOY  
DAVID MORI

#### SEPTEMBER

COY ABERNATHY  
EDWARD BRODERICK



\* Denotes Gold Card Member



*"To laugh often and love  
much; to win the respect  
of intelligent persons and  
the affection of children;  
to earn the approbation of  
honest critics and to  
endure the betrayal of  
false friends; to appreciate  
beauty; to find the best in  
others; to give of one's self;  
to leave the world a bit  
better, whether by a  
healthy child, a garden  
patch, or a redeemed  
social condition; to have  
played and laughed with  
enthusiasm and sung with  
exaltation; to know that  
even one life has breathed  
easier because you have  
lived - this is to have suc-  
ceeded."*

Ralph Waldo Emerson

*"Unions have been fighting the 1 percent vs 99 percent fight for more than  
100 years. Now the rest of us are learning that this fight is also OUR fight."*

Dave Johnson  
Campaign for America's Future

## A reminder to our Members about keeping your information current

Your Local 399 Membership Department reminds all members that it is very important to maintain current and accurate membership information as this helps us to keep all of your member benefits available to you when needed. It's also very important to remember to keep your insurance beneficiary information current and accurate.

### Local 399 MEMBERSHIP • UPDATED ADDRESS FORM

If you have recently moved or changed your mailing address, please take a moment to fill out this updated address form and mail it back to **IUOE • Local 399 (Attention: Membership) • 2260 S. Grove Street • Chicago, IL 60616**. Keeping your information current with the Local is an important part in helping us provide our members with the best possible representation.

Member Name: \_\_\_\_\_

Soc. Sec. No. (last 4 digits only) : \_\_\_\_\_ Personal E-Mail Address\*: \_\_\_\_\_

Previous Address: \_\_\_\_\_ City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

**NEW Address:** \_\_\_\_\_ City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

**NEW Home Phone Number:** (\_\_\_\_) \_\_\_\_\_ **Cell/Pager Number** (\_\_\_\_) \_\_\_\_\_

\*By providing your personal email address, you authorize Local 399 to use your personal e-mail address for purposes of sending informational e-mails and other Union related alerts.

Department(s) to be notified: (please circle) Local 399 401(k) Health & Welfare CPF

### Local 399 Operating Engineers

**Brian E. Hickey**  
President & Business Manager

**Neil Masterson**  
Vice President

**Patrick J. Kelly**  
Financial Secretary

**Vince Winters**  
Recording Corresponding Secretary

**Roger McGinty**  
Treasurer

#### Officials

Antoine Anderson  
Jerry Barnicle  
Mario Guerrero  
John Hickey  
Mike Kenzinger  
Adelmo Marchiori III  
Tony Moore  
John Naughton  
Kevin Nolan  
Dan O'Rourke  
Lloyd Osborne  
Angelo Saccameno

#### Local 399 Office Staff

Nancy Carey Ext. 4123  
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Bridget Daniels Ext. 2117  
Membership  
Maria Diaz-Torres Ext. 2132  
Accounting  
Claudia Erazo Ext. 3108  
H&W Member Services  
Carrie Gath Ext. 3137  
H&W Fund Administrator  
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Barbara Vest Ext. 2136  
Office Manager  
Christine White Ext. 2128  
Laura Whiteford Ext. 3109  
H&W Member Services

## INVEST IN YOU FUTURE!



### IUOE Local 399 401(k) Deferred Compensation Plan

Saving for retirement is important for all of us. Our 401(k) plan was redesigned last fall to incorporate several good suggestions made by plan participants. It now has more participants than ever and provides the following important benefits:

- **Pre-tax investing**
- **Diversified investment options including mutual funds from Fidelity, AIM, Pimco, American Funds and others**
- **Daily, on-line account access**
- **Access to five Lifestyle options which provide one step diversification and match five distinct investment objectives**

For further information, including enrollment materials, contact Megan Dunne in the 401(k) Department at (312) 372-9870 Ext. 5129 or visit [www.jhpensions.com](http://www.jhpensions.com)

*"Labor cannot stand still. It must not retreat. It must go on, or go under."*

Harry Bridges

## LOCAL 399 New Additions

A very heartfelt "Congratulations" to all of our members and their families who are welcoming new additions to the family.

MEMBERS' NAME	CHILD'S NAME	BIRTH DATE
William A. Blonn	Mary J. Blonn	07/22/20
Ryan R. Boelter	Fiona E. Boelter	05/28/20
Lee A. Broomfield III	Phoenix N. Broomfield	05/19/20
Joseph P. Cahill	Jack F. Cahill	08/24/20
Jeremy P. Campbell	Aria R. Campbell	06/05/20
Dominic J. Cantone	Alina N. Cantone	05/03/20
Alex D. Colangelo	Ellie C. Colangelo	07/22/20
Conor J. Daly	Lily Daly	04/06/20
Donal R. Dammer	Maeve M. Dammer	07/14/20
Liam J. Dolan	Martin J. Dolan	06/17/20
Joseph A. Dote	Miley M. Dote	07/28/20
Alex A. Erazo	Everli L. Erazo	06/17/20
Michael Gallagher	Grace A. Gallagher	05/21/20
Vincent J. Gerage	Jaclyn E. Gerage	07/01/20
Michael S. Hahn	Maggie E. Hahn	08/12/20
Jose A. Hernandez	Ezra C. Hernandez	08/17/20
Thomas R. Janhnke	Matilda A. Janhnke	07/29/20
Cody A. Jimenez	Milo Jimenez	08/07/20
Nicholas G. Koziokas	Olivia Koziokas	06/12/20
Brian D. La Giglia	Charlotte A. La Giglia	07/27/20
Emily R. Larmon	Nellie Larmon	04/21/20
Christopher M. Leighton	Weston J. Leighton	05/31/20
Michael E. Liebenow	Mila S. Liebenow	11/25/19
Matthew R. Mainczyk	Daniel M. Mainczyk	06/16/20
Troy M. McCormick	Cameron McCormick	04/11/20
Kevin McKenna	Nora R. McKenna	09/15/20
Brendan J. Moriarty	Martin W. Moriarty	08/20/20
Vincent T. O'Callaghan	Aoibhinn O'Callaghan	06/11/20
Philip M. O'Connor	Michael C. O'Connor	05/20/20
	Matthew K. O'Connor	05/20/20
Anthony F. Pecora	Mila A. Pecora	09/08/20
Thomas J. Phillips	Ruth E. Phillips	07/19/20
Ramon D. Ramirez	Ramon D. Ramirez Jr.	05/28/20
Eugene T. Rosner Jr.	Camryn B. Rosner	08/12/20
Gerald F. Schumacher Jr.	Gerald F. Schumacher III	07/16/20
Bryan J. Sebastian	Rylee P. Sebastian	04/09/20
James J. Sinclair	Oliver G. Sinclair	07/27/20
Patrick J. Smith	Patrick R. Smith	06/30/20
Daniel T. Stachler	Elaine Stachler	08/20/20
Nathan S. Walus	Xavier S. Walus	05/08/20
David W. Williams	Isabella A. Williams	06/06/20
Michael J. Zurawski	Madelyn S. Zurawski	07/08/20

If you would like to announce your child's birth, please call Laura Whiteford at (312) 372-9870, Ext. 3109.

### Help Your Union Family by Using Glavin!



### SECURITY SPECIALISTS

KELVIN LONG  
312-850-6570  
[klong@glavinaccess.com](mailto:klong@glavinaccess.com)

Glavin is the only Licensed Locksmith Agency in the State of Illinois that is represented by Local 399.

### Attention Chief Engineers

Please keep the union notified of any changes in the crew pay status (i.e., promotions, disability, workers' compensation, terminations & new hires). Thank You!



Local 399  
International Union of Operating Engineers  
2260 S. Grove Street  
Chicago, IL 60616

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Presorted Standard  
U.S. POSTAGE  
**PAID**  
Chicago, IL  
Permit No. 1538

## Union News and Information

# SHOW YOUR LOCAL 399 UNION PRIDE!



Local 399 now offers branded  
2 ply face masks and bandanas!  
Show your Union Pride while staying  
safe and following current  
workplace guidelines.

*Contact the Union Hall or your  
Business Representative for details!*

